

CIA NEEDS IN A RETIREMENT SYSTEM

- ° NEED A RETIREMENT SYSTEM THAT MEETS AGENCY MANAGEMENT REQUIREMENTS;
  - ° NEED A FULLY SECURE RETIREMENT SYSTEM, (AGENCY SELF-ADMINISTERED);
  - ° RECOGNIZE AND REWARD OVERSEAS SERVICE;
  - ° RECOGNIZE SPECIAL STATUS OF AGENCY WORK FORCE.
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- ° TO ACHIEVE ABOVE NEEDS THE AGENCY REQUIRES:
    - SUFFICIENT ACCRUAL RATE FOR CIARDS TYPE EMPLOYEES TO ALLOW REPLICATION OF CURRENT REPLACEMENT RATES;
    - A SUPPLEMENTAL ANNUITY UNTIL AGE 62 FOR ALL AGENCY EMPLOYEES;
    - TECHNICAL AMENDMENT TO ROTH/STEVENS TO PROVIDE OPTION B FOR NON-CIARDS TYPE EMPLOYEES;
    - PROVISION TO COVER FBIS THIRD COUNTRY NATIONALS (NON U.S. CITIZENS - A CATEGORY COVERED UNDER EXISTING CSRS RETIREMENT SYSTEM).